



2025

IoIC

ANNUAL REVIEW

Helping more organisations and
people succeed through promoting
internal communication
of the highest standards



Introduction

Dominic Walters
IoIC President

“We care about connection.”

So summarised a leading and seasoned internal communication professional during a recent conversation about the future role for our profession. It made a big impression on me because it neatly sums up how internal communicators help their organisations succeed.

Of course, this is nothing new, as connection has always been at the root of effective communication. Looking back over 2025, though, I think it is the year in which the profession – and IoIC – really articulated that connecting is more important than ever and explained how we can help organisations do it better through clarity, alignment and conversation.



Introduction

The past year also brought into focus the paradox that many internal communication professionals currently face. We are needed more than ever, but at the same time we are under greater scrutiny and pressure to prove our worth. It is undoubtedly a tougher climate in which to work, characterised by reduced budgets, downsized teams, leaders under pressure and greater expectations. At the same time, though, changes in organisations also offer us huge opportunities because what they need to succeed – focus, flexibility, fluidity, agility, insight, trust and coherence – are things that we as a profession are uniquely positioned to bring about.

IoIC exists to serve our members, so our work in 2025 has concentrated on helping you thrive in these changing circumstances. We have done this in two ways. We have enabled you to deal with the challenges of the present and equipped you with the skills and approaches to make the most of the opportunities of the future.

Over the year, we crystalised four focus areas to ensure we do this:

- **Improve the member experience** so you can get the support you need more easily
- **Be a confident voice** for the power of internal communication
- **Strengthen networks** so members can share and collaborate better
- **Provide training, education and insight** that will keep practitioners sharp, responsive and relevant

This remains our platform for 2026 and beyond.

We all know that the next few years will be a challenge, but I very much believe that a strong professional organisation with a vibrant, connected and involved membership, a clear voice and wide reach across organisations will be vital to secure our profession and make sure that we can continue to do what organisations need.

“A strong professional organisation with a vibrant, connected and involved membership, a clear voice and wide reach across organisations will be vital to secure our profession.”

Thanks to everyone who has helped us to make the great progress described in the review: the highly experienced and supportive Board members, the skilled and committed HQ team, led by the indefatigable Jennifer Sproul and, of course, you, our members.

Introduction



Jennifer Sproul
Chief executive, IoIC

2025 has been a year I'm genuinely proud of, for IoIC and for the profession we represent.

What stands out most is the energy our members brought to this year. Membership grew by nine per cent, with a particularly encouraging rise in organisations joining through corporate membership. That's not just a number. It reflects something real: a growing recognition that internal communication sits at the heart of how organisations build trust, navigate change and help people connect to what matters.

We worked hard during 2025 to make sure that recognition translates into value for members.

From the IC Index 2025 and new thought leadership reports to expanded learning programmes, events and practical resources, our focus stayed constant – making

Introduction

sure internal communicators have the insight, skills and support they need in a world that keeps shifting.

Financially, it was a positive year. Turnover grew by seven per cent, driven by continued demand for our learning, events, membership and insights. Our operating surplus reduced compared to 2024, largely due to rising employer National Insurance contributions and broader inflationary pressures that many of our members' organisations will recognise too.

We also made deliberate investments in IoIC's future: improving the membership experience and developing a refreshed brand that will launch in 2026. Despite this, we maintained a healthy financial position, with EBITDA of £71,363.

What I keep coming back to, though, is the profession itself. Internal communication is being asked to do more than ever, providing insight, connection and leadership support in ways that would have seemed ambitious just a few years ago.

Our members are rising to that challenge every day, and it's something I find genuinely inspiring.

As we head into 2026, we'll build on this momentum, launching our refreshed brand, evolving our professional standards and strengthening the membership experience. Above all, we want to become even more effective advocates for internal communication and the difference it makes to organisations and the people within them. Whatever we do, one thing won't change: our members will always be at the centre of our decisions.

Thank you for your continued support, and for everything you do to strengthen this profession.

“Internal communication is being asked to do more than ever, providing insight, connection and leadership support in ways that would have seemed ambitious just a few years ago. Our members are rising to that challenge every day.”

2025 in numbers

MEMBERSHIP AND COMMUNITY

2,839 
Members

1,208 
New members


247
Organisations signed up for corporate membership

18 
Fellowships awarded



9%
Membership growth

QUALIFICATIONS

29 
Foundation Diplomas awarded


18
MA degrees in Internal Communication Management awarded

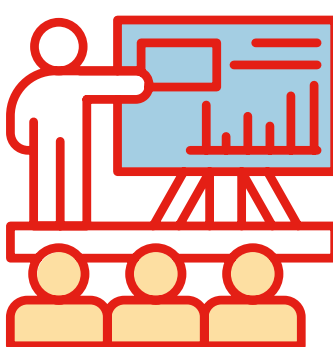
15 
Advanced Diplomas awarded


18
Students enrolled on the MA in Internal Communication Management

TRAINING AND LEARNING

496 
Members completed the IC Diagnostic

73 
Matched mentees and mentors (across 3 rounds)

15 
Delegates completed the 10-week FastTrack programme

1,000+ 
Professionals attended 94 IoIC training programmes


3
New free member training sessions launched

6 
New specialist courses introduced

1 
New development programme introduced: AI Confident Communication Leaders Programme


2025 in numbers

RESEARCH AND INSIGHT

5,000

 Employees participated in IC Index 2025 research

4

 Major thought leadership reports published

1

 New monthly IC Trends report launched

CONTENT AND KNOWLEDGE-SHARING



4 Issues of *Voice* magazine

56 *Voice Online* articles posted



45,000+

Podcast downloads to date.

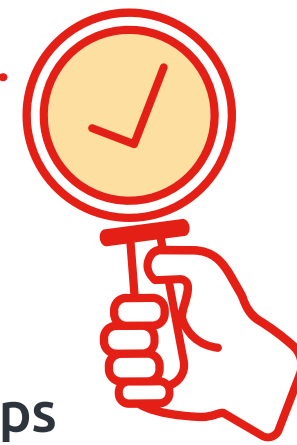


20

New podcast episodes released

New factsheets and guidance on:

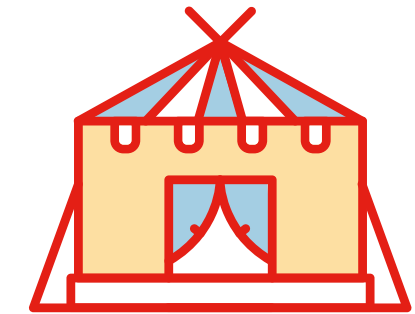
- Accessible communication
- Intercultural communication
- Planning and delivering focus groups
- AI prompting
- Data analytics for internal communication



EVENTS AND COMMUNITY ENGAGEMENT

220+

Festival-goers attended the IoIC Festival 2025



420+

Guests attended the National Awards Dinner




2,500+

Students reached through the #IChoseIC campaign

27

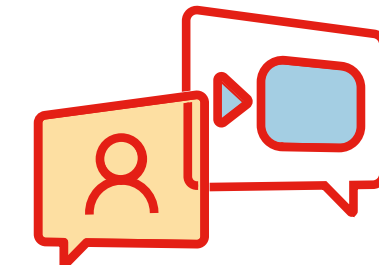
Regional network & community events with over 500 members registered/attended

4

 One-day conferences held in Dublin, Glasgow, Bristol and London (London event focused on Change & Transformation)

41

Free online events hosted with over 1,650 members registered



FINANCIAL OVERVIEW

£1.67m

Total income

£71,363

EBITDA

£451,913

Net assets

Advocating for effective internal communication

Advocating for effective internal communication remains a central pillar of our strategy. In 2025, we continued to champion its role as a critical organisational capability that strengthens trust, supports transformation and helps organisations navigate an increasingly complex world of work.

Through research, thought leadership and industry engagement, we strengthened IoIC's voice as the professional body for internal communication, demonstrating the tangible value that effective communication brings to organisations and the people who work within them.



Strengthening our research and evidence

Our research continues to be the foundation of our advocacy work. In 2025, we launched the third edition of the IC Index, developed in partnership with Ipsos Karian and Box and based on the views of nearly 5,000 UK employees.

This year's research explored what truly creates a "10 out of 10 internal communication experience" and the leadership behaviours, communication practices and organisational approaches that enable organisations to achieve it.

The findings reinforced a powerful message: people do not simply want more communication, they want more *human* communication. Employees highlighted the importance of visible leadership, empathy and genuine listening.

The research showed that only a small proportion of employees rate their organisation's internal communication as a perfect 10 out of 10, highlighting a significant opportunity for organisations to strengthen the quality and impact of how they communicate. At the same time, employees who experience excellent internal communication report higher levels of trust in leadership, stronger advocacy and greater clarity about organisational direction.

Advocating for effective internal communication

Alongside this research, we led work on emerging issues shaping the profession. In February, we launched the IoIC AI Ethics Charter for Internal Communicators, developed by a taskforce of experienced practitioners to provide guidance on the responsible and human-centred use of AI in workplace communication.

The Charter sets out principles to help organisations navigate AI governance, build trust in AI-driven communication and ensure technology is used transparently and responsibly.



Raising the profile of the profession

During 2025, we also raised the profile of internal communication through media engagement and industry partnerships.

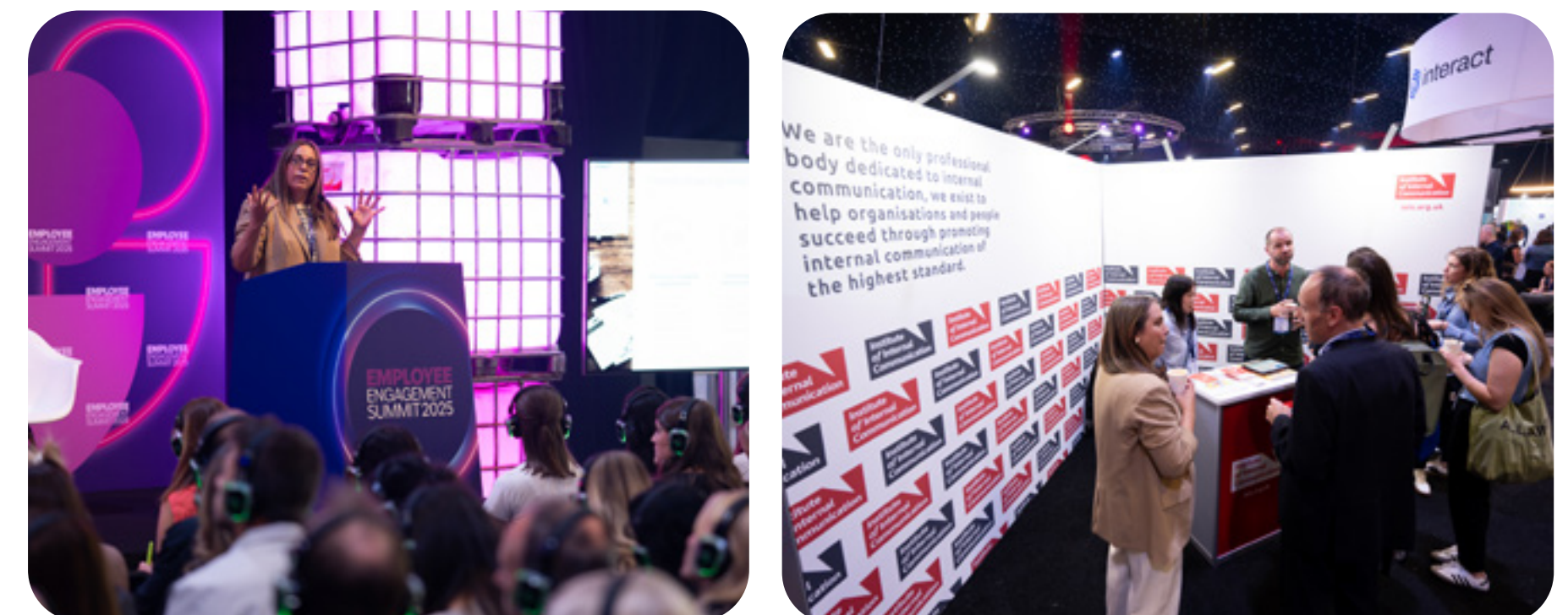
We were pleased to support the launch of *In.Comms*, Haymarket's new platform dedicated to in-house communication professionals, contributing insight and commentary on the evolving role of the profession.

The IC Index research also generated discussion across practitioner and industry platforms, helping to reinforce the growing recognition that effective internal communication is essential to organisational performance and leadership credibility.

Sharing expertise and influencing the conversation

A key part of our advocacy work is ensuring the voice of the internal communication profession is represented in wider conversations about leadership, culture, organisational performance and the future of work.

In 2025, IoIC shared insights at several high-profile conferences and events, including the Henley Business School World of Work Conference, the CIPD Festival of Work, Employee Engage Summit, the Future of Work Conference, and the VONK Internal Communication Conference in Belgium.



Advocating for effective internal communication



International collaboration also continued to grow, with IoIC contributing to new internal communication publications and speaking at the launch of a new industry book in partnership with the Spanish internal communication association, Dirci, in Barcelona.

Strengthening the profession's voice

Across 2025, our work reinforced a clear message: internal communication is no longer simply a support function. It is a strategic capability that enables organisations to build trust, navigate complexity and connect people to action and purpose.

Through research, standards and collaboration, IoIC continues to strengthen the voice of the profession and champion the critical role internal communication plays in organisational success.

Looking ahead

In 2026, we will continue to champion the role of internal communication as a critical organisational capability, building on the momentum created through our research, thought leadership and industry engagement. We will take forward our refreshed narrative for the profession, using the insight from the IC Index and our wider research to strengthen how we advocate for the value of internal communication.

Working closely with the Board, we will focus on increasing awareness of the profession and developing stronger partnerships across industry, academia and related disciplines. Through this work, we aim to further elevate the voice of internal communication, ensuring it is recognised as essential to organisational success, leadership effectiveness and the future of work.

Growing an engaged and diverse community of members

IoIC saw strong membership growth and continued to enhance value through expanded learning, resources, community engagement and events, while focusing on improving the member experience and preparing further developments for 2026.

In 2025, we were delighted to see continued growth in our membership community, with total membership increasing by nine per cent over the year. We were particularly pleased to welcome a growing number of organisations joining IoIC through corporate membership, reflecting the increasing recognition of internal communication as a strategic capability within organisations.

While this growth is encouraging, our focus remains firmly on ensuring that membership delivers meaningful value and support for practitioners at every stage of their career.

Supporting members at every stage

During 2025, we invested in strengthening the benefits and resources available to members.

This included a range of free learning opportunities on key topics shaping the profession, including accessible communication, sustainability communication and agile practices.

We also continued to expand our library of insight and practical resources to support members in navigating the evolving demands of the profession. Members were encouraged to make use of the IC Diagnostic and CPD Framework, helping them reflect on their skills and identify opportunities for professional development aligned with the IoIC Profession Map.

Our online community platform also continued to flourish, with new conversations and introductions taking place throughout the year. The platform has become an increasingly valuable space for members to share experiences, ask questions and connect with fellow professionals.

Growing an engaged and diverse community of members

Listening and improving the member experience

A major focus during 2025 was understanding how members experience IoIC and identifying ways we can continue to improve membership. Through our 2025 membership survey and follow-up listening sessions with the IoIC Board, members shared valuable feedback on what they value most and where improvements could be made.

One practical improvement introduced in 2025 was a new onboarding and induction programme for new members, designed to help them quickly understand how to access benefits, connect with other members and make the most of their membership. This is something we will continue to build and expand in 2026.

Bringing the community together

Our flagship events continue to play an important role in connecting the community and celebrating the profession.

The IoIC Festival, held again in Tewinbury, was another standout success in 2025. The event brought together practitioners from across sectors to explore a diverse range of topics shaping the profession, with inspiring speakers and practical insight creating a safe and supportive space for meaningful conversations. We were also proud to see the Festival recognised externally, winning two Memcom Excellence Awards for Best Event and Best Event Management.



Growing an engaged and diverse community of members

In addition to the Festival, four one-day conferences were held in Dublin, Glasgow, Bristol and London, with the latter focused specifically on change and transformation.

The IoIC Awards also remain a highlight of the year, celebrating the creativity, innovation and impact of internal communication. The 2025 awards dinner was held at The Hurlingham Club in London, where over 420 guests joined us for a sold-out evening of celebration. As always, our judges remarked on the high quality of entries and the inspiring examples of how the profession continues to evolve.

Looking ahead

Looking ahead, we are committed to continuing to improve how members experience IoIC, making it simpler to access the benefits available and creating even stronger opportunities for connection across our growing community. With plans already in development, you will see these launch in 2026.



Championing professional standards and ethical practice

IoIC strengthened professional development through high-quality qualifications, expanded training and CPD opportunities, and enhanced career support, while continuing to evolve programmes in line with the changing demands of internal communication.



Supporting the continued development of internal communication professionals remains central to IoIC's purpose. In 2025 we continued to evolve our learning and development programmes to ensure practitioners have access to high-quality education, practical skills and recognised professional standards.

Delivering excellence in qualifications

Demand for our qualification programmes remained strong in 2025, and it was a pleasure to celebrate the achievements of many students completing our programmes and progressing their careers in internal communication.

During the year, we awarded 29 Foundation Diplomas and 15 Advanced Diplomas, alongside 18 Master's degrees in Internal Communication Management, recognising the commitment and dedication of practitioners investing in their professional development.



Our partnership with Solent University remains a key foundation of our academic programmes. Feedback from our Course Committee meetings continues to highlight the high standards of teaching, strong student support and the value students place on how our programmes successfully bring theory into practice.

Championing professional standards and ethical practice

We also continued to evolve our qualifications in response to student and practitioner feedback. New sessions, updated teaching content and adjustments to programme structures were introduced to reflect the changing role of internal communicators. We also reviewed pacing across programmes and created more opportunities for students to connect with their peers, share experiences and build professional relationships.

Supporting continuous professional development

Alongside our formal qualifications, we continued to strengthen opportunities for ongoing professional development. In 2025, nearly 20 per cent of IoIC members used the IC Diagnostic, helping them understand their current capabilities and identify areas for growth aligned with the IoIC Profession Map.



To support members navigating their development journey, we introduced new learning pages on the IoIC website, making it easier to explore learning opportunities and identify pathways towards strategic influence and leadership roles.

We also enhanced our Careers Hub, adding new tools to support career assessment and practical guidance for members seeking progression or new opportunities.

Expanding our training programmes

Our training portfolio continued to expand in response to the evolving skills required across the profession. New courses introduced in 2025 included podcasting, advanced change communication, IC by design and strategic storytelling, alongside the continued development of our AI learning programmes.

We launched a new programme; the AI Confidence for Communication Leaders Programme helps senior communicators understand the opportunities and implications of AI in workplace communication, supporting confident and responsible adoption of emerging technologies.

Alongside our open programmes, we also delivered tailored training for organisational teams, helping build internal communication capability across areas such as strategy, leadership and people manager communication and navigating AI.

Our mentoring programme continues to go from strength to strength, connecting experienced practitioners with those looking to develop their careers and confidence in the profession.

Looking ahead

Looking ahead to 2026, IoIC will begin reviewing our professional standards and ethical guidance through a new Standards and Skills Board. Working with practitioners across sectors, we will review the IoIC Profession Map and ensure our global standards continue to reflect the evolving role of internal communicators.

Leading thinking and insight for the profession

IoIC enhanced its research, thought leadership and practical resources through flagship reports, new insights and expanded content, helping internal communicators navigate emerging trends and strengthen their strategic impact.

In 2025, we continued to strengthen our research, content and thought leadership, ensuring internal communicators have access to practical guidance, insight and forward-looking perspectives to support their work.

A major highlight of the year was the publication of the IC Index 2025, the third edition of our flagship research in partnership with Ipsos Karian and Box. This research explored what creates a “10 out of 10 internal communication experience” and provided valuable insight into how internal communicators can help organisations build stronger trust, clarity and connection with their people.

Alongside the main report, we also released *IC Index 2025: Your Guide to IC Channels and Topics*, offering a deeper look at how employees engage with communication channels and the topics they most want to hear about. Together, these reports provide a powerful evidence base to help practitioners shape more effective communication strategies.

Members also received exclusive access to *The Future of Internal Communication* white paper, which explores how the role of internal communication is evolving as organisations navigate increasing complexity, uncertainty and rapid technological change.

The paper examines the forces shaping the future of work, including AI, changing workforce expectations, geopolitical and societal pressures, and the growing importance of trust and transparency. It highlights the opportunity for internal communicators to move beyond delivery and into greater strategic influence, organisational insight and leadership support, while identifying the emerging skills practitioners will need to strengthen the profession’s impact.



Leading thinking about internal communication

During the year, we also published a commissioned white paper with Dr Peter Mandeno, *Human Connectivity & Internal Communication*, exploring the critical role communication plays in fostering meaningful human connection within organisations.



Tracking the trends shaping the profession

In 2025, we introduced a new monthly *IC Trends Report*, providing members with a downloadable summary of the developments shaping the future of work. Each report explores emerging trends across technology, sustainability, people and employment, highlighting the implications and opportunities for internal communicators.



Designed to provide clear, distilled insight, the report enables members to stay informed about wider shifts affecting organisations and take these insights into conversations with senior leaders and colleagues.

Expanding practical resources and insights

The year also saw the publication of a wide range of resources to support members in their day-to-day work. New factsheets and guides were introduced to help practitioners navigate practical challenges, including resources on planning and delivering focus groups, intercultural communication and accessible communication.

We also released guidance on data analytics for internal communication, effective AI prompting and ethical considerations when using AI, helping practitioners apply emerging tools with confidence and responsibility.

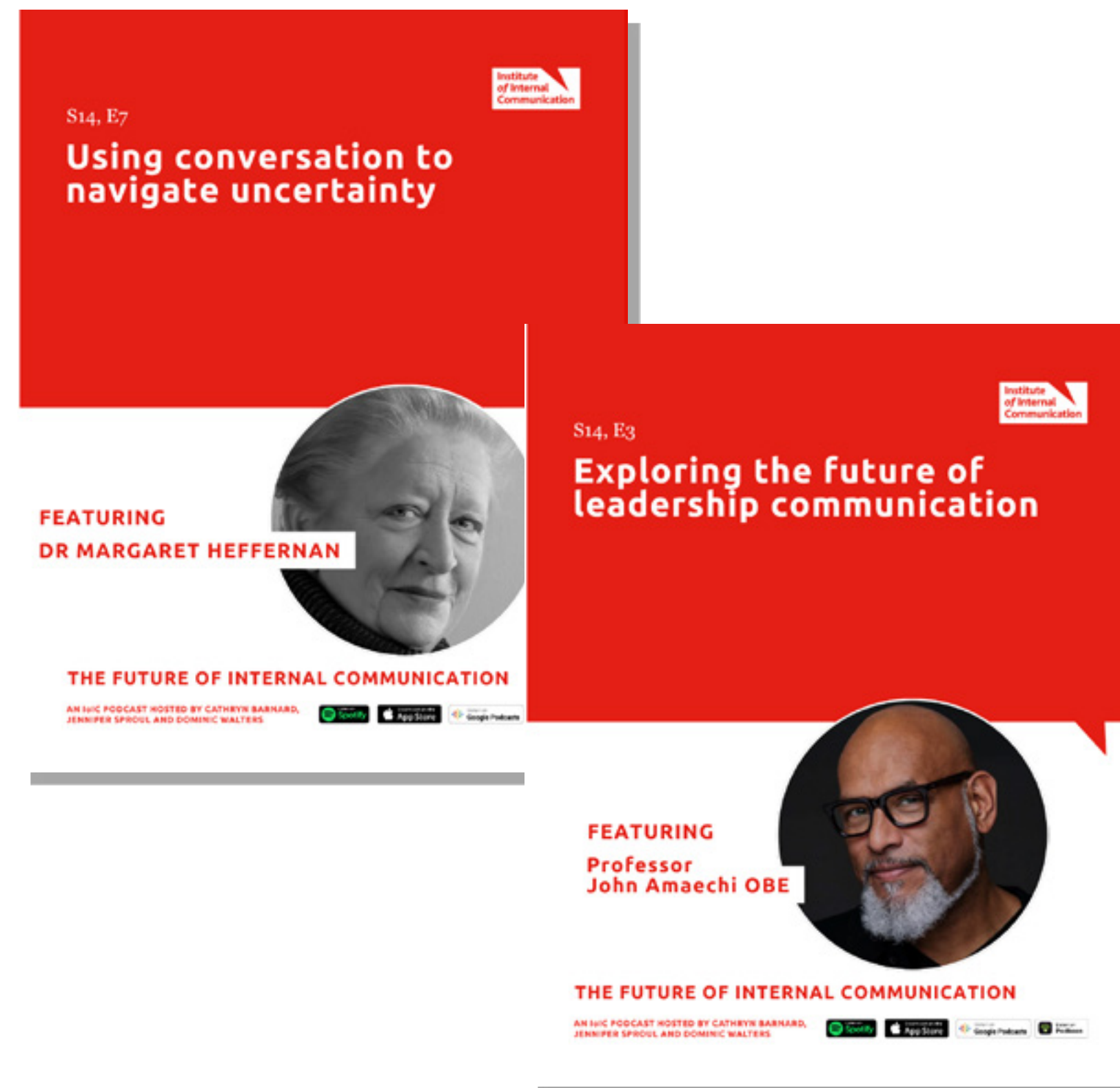
Leading thinking about internal communication

Our *Voice* magazine continued to explore the issues shaping the profession, with features covering topics such as generational communication preferences, crisis communication, HR and internal communication collaboration, employee activism, human connection at work, professional credibility and authentic leadership.

Podcast conversations shaping the future

The Future of Internal Communication podcast continued to grow in reach and influence during 2025. We launched 20 new episodes, featuring conversations with leading thinkers including Dr Margaret Heffernan, Professor John Amaechi and Dr Christopher Owen.

These conversations explored topics ranging from AI and workplace trends to burnout, leadership communication, inclusion, community building, culture and navigating uncertainty.



Looking ahead

As the profession continues to evolve, we remain committed to providing research, insight and resources that help internal communicators strengthen their practice. Through thought leadership, practical guidance and shared learning, we will continue to support members in shaping the future of internal communication.

Promoting internal communication as a career: #IChoseIC

The IoIC's #IChoseIC campaign continues to challenge misconceptions around internal communication, showcasing it as a purposeful, dynamic career while inspiring the next generation through expanded outreach and real-world storytelling.

Promoting internal communication as a rewarding and purposeful career remains a key priority for IoIC. Through our #IChoseIC campaign, we continue to challenge the long-standing narrative that people “fall into” internal communication and instead highlight the many professionals who have deliberately chosen this dynamic and impactful profession.

Throughout 2025, the campaign continued to grow in reach and impact, engaging with over 2,500 students and early-career professionals through a range of events and outreach activities designed to introduce new audiences to the profession and the opportunities it offers.

Expanding outreach and inspiring future talent

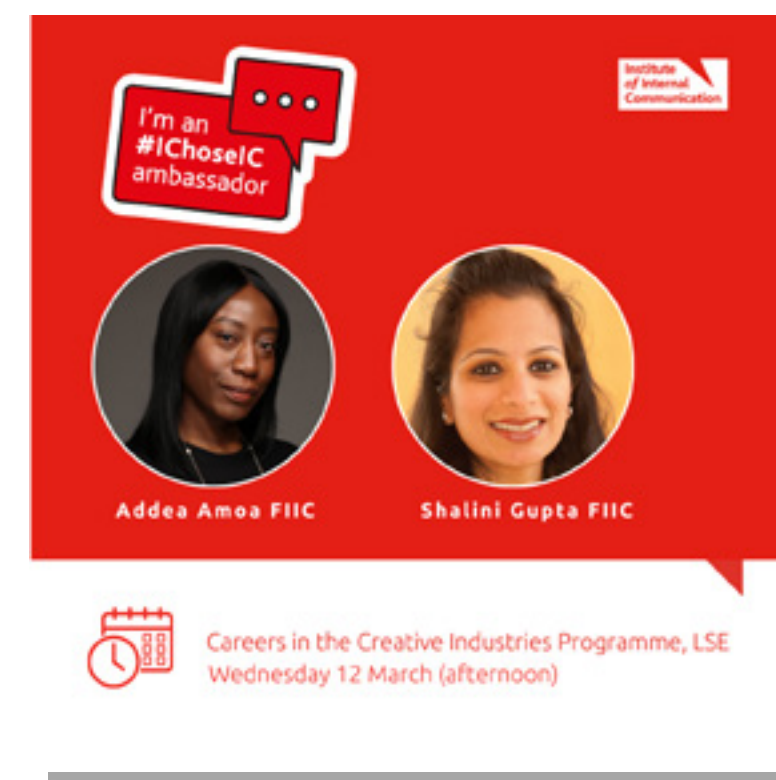
Our network of #IChoseIC Ambassadors remains at the heart of the campaign. These passionate volunteers share their experiences of working in internal communication, helping students and early-career professionals understand the role and the diverse career paths available.

In 2025, Ambassadors and IoIC representatives supported a range of engagement activities across universities and schools in the UK and internationally. Highlights included the Spring Forward to the Future event at Solent University, where IoIC Chief Executive Jennifer Sproul joined Ambassador Amy Thomson to speak with students about career opportunities within the profession.



Promoting internal communication as a career: #IChoseIC

At Royal Holloway University, Ambassador Edeje Onwude took part in the Marketing, PR and Comms Takeover event, sharing practical insights into entering the profession. Ambassadors also delivered sessions for students at the London School of Economics, the University of Warwick, the University of Chester and Strathclyde University, helping introduce internal communication as a career option for those studying communications, business and related disciplines.



The campaign also reached younger audiences. Ambassador Kate Goodman spoke to around 450 students at King Edward's School in Birmingham, many of whom were hearing about internal communication for the first time. IoIC also connected with students and graduates at the Cardiff Metropolitan University Media Show.



Internationally, the campaign extended to Europe, with Ambassador Laura Colantuono delivering guest lectures at the University of Tor Vergata in Rome, sharing insights into the evolving role of internal communication and the opportunities within the profession.



Sharing career stories

Alongside direct outreach, storytelling continues to play an important role in the campaign. Through the #IChoseIC blog series, practitioners from across the profession share their personal career journeys and reflections on why internal communication is such a rewarding field.

These stories highlight the breadth of roles within internal communication and help those considering a career in IC better understand the impact and opportunities the profession offers.

Looking ahead

The #IChoseIC campaign continues to strengthen awareness of internal communication as a profession and build a clearer pathway for future talent, with more engagement activities planned. We remain incredibly grateful to our Ambassadors and partners, whose enthusiasm and commitment continue to inspire the next generation of internal communication professionals.

Our commitment to sustainability

*Looking ahead:
our Sustainability Goals for 2026*

At IoIC, we are dedicated to embedding sustainability into everything we do as an organisation. From reducing our environmental impact to integrating sustainable practices into our operations, we are committed to making a meaningful difference.

Our progress in 2025

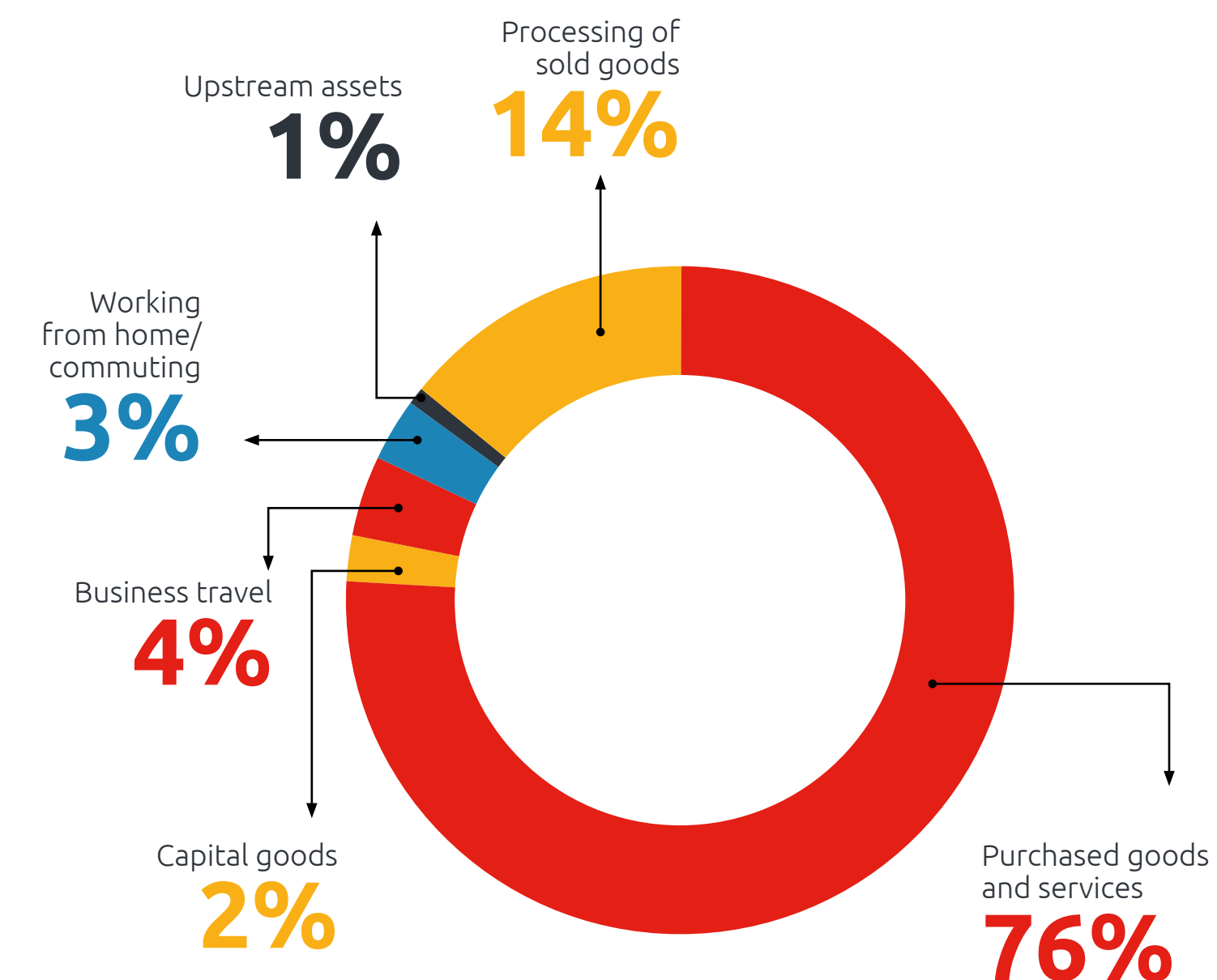
Our total carbon footprint for 2025 was 131.32 tonnes of CO₂ equivalents. Purchased Goods and Services (Category 1) remains our largest source of emissions at 76% of the total.

Overall emissions decreased by 1.5% against our 2023 baseline, but increased 14% compared to 2024, driven by higher supplier costs rather than increased activity. Business travel and commuting emissions continued to decline, while Category 10 (publishing services) saw the biggest year-on-year rise.

Our 2026 plans

- Continue our work with CAFA to deepen understanding of our GHG emissions.
- Engage with suppliers to move from spend-based to activity-based data.
- Embed eco-friendly practices across our events programme.
- Include sustainability as a standing item in monthly reporting.

IoIC emissions 2025 by category



Financials

IoIC continued to maintain a strong financial position in 2025. Total income increased to £1.67 million, reflecting continued demand for our professional development programmes, events and membership offering.

During the year, we experienced higher operating costs, including the rise in employer National Insurance contributions and wider inflationary pressures. We also made planned investments in strengthening IoIC for the future, including work to improve the membership experience and develop the refreshed IoIC brand, which will launch in 2026.

Despite these changes and investments, IoIC delivered an EBITDA of approximately £71,363 and maintained healthy reserves of £451,913, ensuring the organisation remains financially stable and well positioned to support members and the profession in the years ahead.

A summary of key financial information is provided below. The full statutory accounts have been submitted to Companies House and are available to members on request.

Summary income and expenditure account

Income	2025	2024
Subscriptions	£494,197	£472,501
National Awards	£186,549	£181,537
Festival	£100,139	£103,175
Professional Development	£760,345	£687,928
One Day Conferences	£41,381	£24,309
Sponsorship	£92,050	£92,241
Regional Events	£878	£365
Sundry Income	£1,909	£4,288
Total	£1,677,448	£1,566,344

Expenditure	2025	2024
Cost of Sales	£806,289	£776,528
Operating Costs	£822,881	£694,292
Total	£1,629,170	£1,470,820

Operating surplus/ (deficit)	2025	2024
Surplus/(deficit) before tax	£48,278	£95,524

Summary balance sheet

	2025	2024
Fixed Assets		
Intangible Assets	£36,869	£52,677
Tangible Assets	£10,392	£7,012
Current Assets		
Debtors	£277,175	£274,034
Cash at bank and in hand	£455,491	£471,306
Creditors: amounts falling due within one year	(£328,014)	(£401,394)
Net Current Assets	£404,652	£343,946
Net Assets	£451,913	£403,635
Net assets / Capital & Reserves	£451,913	£403,635

Company details

Our purpose

We are the only professional body solely dedicated to internal communication. We aim to lead the way in advocating effective internal communication and enabling the highest standards of its practice. We are building a movement of passionate, dedicated and skilled professionals.



IoIC Board of Directors

Dominic Walters FIIC, IoIC President
Jennifer Sproul, Chief Executive

Elected:

Addea Amoa FIIC, Board Director
David Cooke, CIIC, Board Director
Jody Lewis CIIC, Board Director
Joe Salmon FIIC, Board Director
Melanie Hinds FIIC, Board Director
Nazia Nathu CIIC, Board Director
Shalini Gupta FIIC, Board Director
Sonia Johal FIIC, Board Director
Will Fox MIIC, Board Director

Co-opted:

Helen Connolly FIIC, Board Director
Paul Diggins FIIC, Board Director
Claudi Schneider, Board Director

Board attendance

Board Directors	2025 Attended (out of 11 meetings)
Jennifer Sproul	11/11
Dominic Walters	11/11
Addea Amoa	6/11
David Cooke	7/7*
Shalini Gupta	6/11
Sonia Johal	6/7*
Jody Lewis	8/11
Melanie Hinds	6/7*
Joe Salmon	7/11
Nazia Nathu	6/7*
Will Fox	9/11
Helen Connolly	9/11
Paul Diggins	9/11
Claudi Schneider	8/11

*joined the Board from May 2025 onwards

Regional network leads

Ann Hood, IoIC Scotland
Phil Bundy and Toni Anne Uwaifo, IoIC North
Melanie Hinds, IoIC Central
Amrita Dasgupta and Samantha Pickett, IoIC London
May Flannagan, IoIC Ireland
Dan Holden, IoIC South West
Helen Deverell and Johana Soyars, IoIC East Anglia
Julie Shaw, IoIC South
Gareth Cartwright, IoIC Wales

Head Office

Jennifer Sproul, Chief Executive
Emily Darling, Professional Development Manager
Melissa Newlyn, Marketing Manager
Rebecca Nicholls, Events, Networks & Awards Manager
Richard Bowes, Membership Manager
Stella Ditri, Professional Development Co-ordinator
Georgina Oliveira, Finance & Operations Co-ordinator
Kirstie Godber, Professional Development Co-ordinator

Institute of Internal Communication

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